

Bloodborne Pathogens Training

Per WAC 296-823, this L&I-mandated training requirement applies to the following:

- Park Rangers positions;
- Construction and Maintenance Project position; and
- All permanent, non-permanent, WCC, and volunteers with the following specific job duties:
 - Cleaning Restrooms
 - Litter pick up
 - Solid Waste (garbage) handling and disposal
 - Pickup and disposal of hypodermic needles
 - Contact with combative persons
 - Contact with contaminated evidence or property
 - Administering first aid or CPR as a primary (required) job duty

Supervisor's note:

If applicable, this training must be conducted with all new employees and volunteers on the hire date prior to initiating their job duties. Refresher training is then required annually for all applicable agency employees and volunteers. This training must be interactive; allowing the employee or volunteer an opportunity to ask questions. Upon completion of this training, you must ensure that the HBV Consent/Waiver Form (P-102) is completed by the employee or volunteer on the hire date. You must also ensure all employees and volunteers have access to the agency's comprehensive written Infectious Disease Prevention Program Manual (Volume 6 of the written EH&S Program manuals).

References:

WAC 296-823 requires training to protect employees from exposure to blood or other potentially infectious materials (OPIM) that may contain bloodborne pathogens. Examples of bloodborne pathogens are the Human Immunodeficiency Virus (HIV) and Hepatitis B Virus (HBV).

Infectious Disease Prevention Program (Volume 6 of the written EH&S Program manuals)

Introduction to Bloodborne Pathogens:

Of all the bloodborne pathogens, HBV and HIV are the primary concerns to State Park employees and volunteers. To date, there have been no reported cases of either HBV or HIV contracted on-the-job by State Park employees or volunteers.

HBV is one of the fastest spreading diseases in the world today. Symptoms can include jaundice, fatigue, loss of appetite, nausea and vomiting. It can lead to liver diseases, liver cancer, and even death. The HBV can live up to a week in dried blood. It is primarily spread through unsafe sexual practices and by sharing intravenous (IV) needles. However, there is still a very slight risk of contracting bloodborne pathogens on-the-job at State Parks while conducting any of the specific job duties listed above.

“Universal Precautions” for Potential Exposure to Bloodborne Pathogens:

- Always use appropriate personal protective equipment (PPE) while conducting any job duties considered “at risk” of contracting HBV or HIV from OPIM.
- Wear gloves or protective clothing to protect the skin. Every facility must have an assortment of glove types available for each employee. The supervisor should demonstrate the proper procedure for putting on and removing disposable gloves without contaminating clean hands.
- Use goggles, disposable masks, and/or face shields to protect the eyes, nose, and mouth if potentially infectious materials could be splashed into these primary routes of entry.
- Use a one-way resuscitation mask if administering CPR as one of your primary job duties.

Cleanup of Potentially Infectious Material:

- Use heavy rubber gloves or disposable nitrile gloves;
- Use a 10% bleach solution (1.5 cups per gallon of water) to disinfect contaminated areas; and
- Wash hands after any cleanup procedure.

Proper Handling and Disposal of Hypodermic Needles and Sharp Objects with OPIM:

- Always wear protective gloves and other applicable PPE as necessary.
- Never bend, break, recap, or remove needles from syringes.
- Place needles or sharp blades, etc. in a puncture resistant container with a sealed lid. If a syringe container is not available, a glass or plastic soda bottle may be used. Once the sealed container is properly labeled with a red biohazard label, it may be disposed along with normal refuse; and

- Use the “Single-Handed Disposal Technique”:

- Place the open container upright;
- With protective gloves on, pick up the tubular part of the syringe with one hand;
- Place the syringe needle first into the container using the same hand.
- Do not hold the container with the other hand.
- Once the syringe is in the container, the cap can be fastened on.
- You may also use pliers or another tool to grasp the syringe.

The key is to only use one hand to place the syringe into the container. Accidental needle sticks are common when the container is held in one hand and the other is used to insert the syringe.

****NOTE:** *Never use your hands or feet to compact garbage in cans or in dumpsters. Use a shovel or other compacting tool instead; and never enter a garbage dumpster for any reason.*

If there is an exposure to bodily fluids:

Through an open wound:

- If possible, squeeze the wound to get potentially infectious material out.
- Clean the affected area as soon as possible with soap and water.
- *Seek immediate medical attention.*

Through your mouth, eyes, or nose:

- Blow nose and rinse mouth, eyes, and nose with water for 15 minutes.
- *Seek immediate medical attention.*

Follow up Procedures:

- Report all work related exposures to your supervisor and the EH&S Program within 24 hours, or as soon as possible.
- Submit an Employee Accident / Workplace Hazard Report (A-262) to your supervisor and the EH&S Program within 24 hours, or as soon as possible.
- Identify and document the source individual if possible.
- Document the routes of exposure and how the exposure occurred.
- Maintain confidentiality.

Washington State Parks' HBV Vaccination Program:

State Parks' HBV vaccination program is voluntary and available at no cost to all applicable agency employees and volunteers.

The vaccination is a series of three injections, normally given over a 6-12 month time period. The first shot is administered right away. The second shot is administered one month later (at the earliest), and the third and final shot can be administered five months after the second shot (at the earliest) and up to one year later (at the latest). The individual must be employed or currently volunteering at the time of the shot to qualify for the free program. The vaccination will normally produce antibodies in the blood that will fight off any infection of the Hepatitis B Virus. The efficacy of the vaccine is 96%. In rare cases, a person may not develop the antibodies. No infectious materials are used in the synthetic vaccine making it one of the safest available. Adverse side effects are extremely uncommon. If you have specific health concerns, please consult with your physician.

The Consent / Waiver Form:

On the hire date, the employee or volunteer must complete the HBV Consent / Waiver form (P-102) after receiving the training from their supervisor and immediately submit it to the Human Resources Office; regardless of their current decision to participate in the voluntary vaccination program. The employee or volunteer can change their mind about this decision at any time and submit another Consent / Waiver form (P-102) to initiate their vaccinations. Employees and volunteers who elect to participate in the vaccination program after their hire date must be currently employed by the agency.

Process for receiving the vaccination:

For all qualified employees and volunteers, they must be allowed to participate in the program during normal working hours and at their earliest convenience.

When the Consent / Waiver Form is received by the Human Resources Office, an authorization letter and all three HBV shot forms will be sent to the employee or volunteer for their shots. Employees may go to any clinic of their choice. A shot form must be presented at the time of vaccination; otherwise the employee will be responsible for payment.

Seasonal staff may choose to get their remaining shot(s) on their own after their position has ended, or they may receive their remaining shot(s) if they return the following season.

Post-Exposure Procedures, Medical Evaluation, and Treatment:

If there is an occupational exposure to blood or other potentially infectious material, all agency employees and volunteers must notify their supervisor and the EH&S Program within 24 hours or as soon as possible and seek immediate medical attention; even if the individual has already completed the vaccination series.

All agency employees and volunteers should keep in mind that effective post-exposure treatment is available and should be sought if an exposure to blood or OPIM has occurred. Some examples of situations where immediate medical attention should be obtained include:

- An employee or volunteer is punctured by a hypodermic needle while picking up litter;
- An employee or volunteer is splashed by bodily fluid (into the eyes, nose or open wounds, such as a cut on the arm); or
- An employee is exposed to blood or OPIM during a law enforcement confrontation

These are just a few examples of occupational exposures that require immediate notifications and medical attention. The attending physician will determine the post-exposure treatment protocol and provide the employee and the agency the required documentation of their findings. A vaccine booster may be given at the time of initial treatment, depending on numerous factors considered by the attending physician.